

Our commitment to the principles of the Modern Slavery Act 2015

Attends UK is committed to preventing acts of modern slavery and human trafficking from occurring within both its business and supply chain. This statement is made in compliance with s.54 of the Modern Slavery Act 2015 and sets out the steps taken by Attends UK during its financial year ending 31 December 2020 to prevent slavery and human trafficking from taking place in any of its supply chains or in any part of its business.

Company structure and supply chains

Attends Ltd. engages in the manufacture and distribution of incontinence and continence care products for men and women worldwide. It serves customers and the NHS through wholesalers, retail, online and pharmacies. The company is based in Wakefield, United Kingdom. It has production facilities in Europe and North America. It operates as a subsidiary of Domtar Personal Care.

Policies

We do not currently have any specific policies which are directly aimed at combating modern slavery or human trafficking within our business or supply chain. However, we strive to maintain and comply with a comprehensive suite of HR policies, governing the rights and entitlements of all employees working for Attends UK, including with regard to health and safety, working hours, pay, benefits and other terms and conditions of employment.

As part of our ongoing commitment to combating modern slavery, we have reviewed / are in the process of reviewing, and have updated, a number of our Group wide policies, including but not limited to:

- Code of Conduct.
- An Ethics Policy.
- Whistleblowing policy.
- Bullying and Harassment policy.
- Diversity & Inclusion policy.
- Recruitment and Selection policy.

Attends operates a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

Due diligence

Attends UK does not currently carry out any specific due diligence on its supply chain in order to assess the risk of slavery and human trafficking occurring within our supply chains.

We are considering the ways in which our due diligence procedures and procurement processes could be expanded in the future to specifically address modern slavery and human trafficking risk, and compliance with the Modern Slavery Act 2015. For example, other organisations within the Domtar Personal Care Group.

Nevertheless, we take compliance with the Modern Slavery Act 2015 seriously, and do not tolerate slavery and human trafficking within our supply chains. If we were to find evidence that one of our suppliers was involved in modern slavery or human trafficking we would investigate those allegations, and consider terminating our relationship with them if the incidents were not resolved to our satisfaction.

Training and performance indicators

Given our view that Attends UK's exposure to modern slavery risk is limited we have not implemented any specific training or key performance indicators in relation to modern slavery and human trafficking during the previous financial year. However, all employees have to complete their Code of Ethics and Business Conduct via mandatory e-learning, and participation in this training is regularly monitored and reported to the board.

During 2021 Attends will undertake the following activities.

- We will conduct briefings for our staff so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our employee base and supply chain.
- Develop measures (e.g. KPI, assurance) to evidence our commitment to the principles of the Modern Slavery Act.
- Embed the Modern Slavery Act 2015 into our Whistleblowing Policy and processes

Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if no reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Summary

We support the government's objective to eradicate modern slavery and human trafficking, and acknowledge our role in both combating it and supporting victims. We're committed to make sure our supply chains and business activities are free from ethical and labour standards abuse

This statement is made in accordance with Section 54(1) of the Modern Slavery Act 2015 and constitutes Attends UK's slavery and human trafficking statement for the financial year commencing 1 January 2021 and ending 31 December 2021.

Signature

A handwritten signature in black ink that reads "Sarah Curtis". The signature is written in a cursive style with a long, sweeping underline.

Name Sarah Curtis
Sales Director UK and Ireland